

Purpose

To establish the procedure and to place responsibility for conducting compliance reviews of contractors and subcontractors.

Policy

Pursuant to the requirements of Section 22(a) of the Federal-Aid Highway Act of 1968, the Utah Department of Transportation, hereinafter referred to as the Department, desiring to avail itself of the benefits of Chapter 1, Title 23, United States Code, and as a condition to obtaining the approval of the Secretary of Transportation of any programs for projects as provided for in Title 23, United States Code, Section 105(a), hereby gives its assurance that employment in connection with all proposed projects approved on or after August 23, 1968, will be provided without regard to race, color, creed, sex, age, or national origin.

Procedures

Equal Employment Opportunity

UDOT 08B-5.1

Responsibility: Civil Rights Manager

Actions

The primary duty of the Civil Rights Manager shall be to administer the Department's external Equal Employment Opportunity Program. More specifically, and without limiting the above general assurance, the Civil Rights Manager shall:

1. Establish an Equal Opportunity Program which shall include a system to ascertain that contractors and subcontractors comply with equal employment opportunity contract obligations.
2. Establish procedures to assure that discrimination in employment on the grounds of race, color, creed, sex, age or national origin is not permitted on any projects.
3. Establish affirmative action procedures, including the imposition of contract sanctions and the initiation of appropriate legal proceedings under any applicable Federal or State law to achieve equal employment opportunity on Federal-Aid highway projects.
4. Establish and maintain liaison with public and private agencies and organizations which are involved in equal opportunity programs. Such agencies and organizations include, but are not limited to labor unions, contractor associations, minority group organizations, the U.S. and State Employment Service, the U.S. and State Department of Labor.
5. Seek the cooperation of labor unions, contractors, appropriate State agencies, and other related organizations in the establishment of skill training programs. Assure that all persons have an equal opportunity to participate in training programs without regard to race, creed, sex, color, age or national origin.
6. Include in advertised notifications the equal employment opportunity responsibilities as required by the Federal Highway Administration.
7. Furnish reports and information as may be required by the Federal Highway Administration.
8. Cooperate in all investigations and enforcement actions undertaken by the Federal Highway Administration.